



THE FIRE DEPARTMENT IS HIRING!

**Lateral Firefighter
EMT and Paramedic**

Open Date: August 9

Closing Date: September 3, 12:00 p.m.



The City

Fremont is a well-managed and innovative city. Located in the heart of the Bay Area and Silicon Valley, Fremont prides itself on innovation, clean technology and advanced manufacturing, a low crime rate, great schools, a low unemployment rate, quality parks, nearby open space, and an incredibly diverse population of over 235,000 residents. As a full-service city, Fremont employs 965 regular employees and operates on a FY 2021/22 General Fund budget of \$231.4 million. With its strong and diversified business base, Fremont is an important economic force in the region. The City strives to be an innovator in municipal government, with dynamic leadership provided by the City Council and City Manager.



The Fremont Fire Department

The Fremont Fire Department is regionally recognized for excellence. Our state-of-the-art fleet includes 11 front line fire engines, two tiller aerial ladder trucks, six Type III wildland patrols and three specialty apparatus stationed at 11 fire stations. The Fire Department maintains the following innovative programs: company-based paramedics, Tactical Emergency Medical Services (TEMS), Unmanned Aerial Systems (Drone Program), Special Operations Task Force (Hazardous Materials and Type I Rescue) and Water Rescue. In addition, personnel are actively involved in wildland response through the State's mutual aid system and are members of the Urban Search and Rescue (USAR) California-Task Force 4 Team. The Department also serves the community through volunteer programs which support community engagement and emergency preparedness.

Fremont Fire Department Mission Statement

To prevent and minimize the loss of life and property threatened by the hazards of fire, medical and rescue emergencies, hazardous materials incidents, and disaster situations within the community.

The Role of a Fremont Firefighter: EMT and Paramedic

Under general supervision, Firefighters (EMT and Paramedic) perform fire suppression, provide emergency medical services, carry out hazardous materials mitigation and rescue activities. Fremont Firefighters maintain the following core values:

Dedication: A passionate belief in the department mission, personnel and the community

Cooperation: Communication, team effort, respect toward others, openness

Professionalism: Competency, commitment to quality and pride in our work

Integrity: Moral and intellectual honesty and accountability for individual and collective actions

Leadership: The ability to inspire, motivate, and coach to our common goals

Respect: Recognizing that everyone we encounter (community members, co-workers, members of outside agencies, and department personnel) have the right to be addressed in a courteous, sincere and professional manner

A full job description of the Firefighter position can be viewed [online](#).

What is a Lateral Firefighter?

Lateral Firefighter candidates must be employed as a full-time paid professional firefighter in an agency of similar size and/or complexity as the Fremont Fire Department or as a CAL Fire seasonal firefighter in an agency of similar size for three (3) seasons out of the last five (5) calendar years.



Ideal Candidate

The successful candidate will have any combination of education and/or experience that has provided the knowledge, skills and abilities necessary for satisfactory job performance. A typical way to acquire the appropriate background includes:

- High school diploma or equivalent.
- Vocational training and college coursework in Fire Technology is highly desirable.

Licenses/Certificates

- Required Certifications are included under the "How to Apply" section (page 5) of this job announcement.
- Valid Class C California Driver's License.
- A valid Class C California Driver's License with a Firefighter endorsement by completion of the probationary period.
- A California State Accredited Firefighter I Certificate or the equivalent IFSAC or Pro Board Certification.
- Firefighter Paramedics are required to have a minimum of 6 months service experience as an Advanced Life Support provider.

Special Requirements

- Ability to obtain a California State Accredited Firefighter II certificate and complete the Fremont Fire Department acting Engineer program by the end of the probationary period.
- Vision requirements: Not less than 20/100 in each eye correctable to not less than 20/30 in each eye with glasses, without functional color-blindness or impairment. Limitations in the field of vision may be disqualifying.
- Ability to obtain a California State Accredited Hazardous Material Technician certificate (1A-1D) by the end of the probationary period.

Selection Process - *Tentative Schedule*

Application and Required Testing

- Applications submitted online prior to 12:00 p.m. on September 3, 2021 will be reviewed for completeness.
Incomplete applications will not be accepted.
- Candidates must be on the Firefighter Candidate Testing Center (FCTC) Statewide Eligibility List. More information on the Statewide Eligibility List can be found here:
www.fctconline.org/find-a-job/fctc-statewide-list/
 - **FCTC Written Test:** The FCTC written test should be taken within 12 months prior to the final filing date (between 9/4/20 and 9/3/21).
 - **Valid Candidate Physical Ability Test (CPAT)** card issued within twelve (12) months prior to the final filing date (between 9/4/20 and 9/3/21).



Interview Process

- **Oral Board Interviews - Week of October 4:** Candidates' written test scores will be evaluated and a limited number of the highly qualified candidates will be invited to participate in the interview process which will include oral board interviews.
- **Chief's interviews - Week of October 18:** Candidates who successfully pass the oral board interview process will be invited to participate in a Chief's interview, which is planned to be held virtually via Zoom.

Candidates who successfully pass the interview process will be placed on the City's eligibility list for Lateral Firefighter. Feedback will not be provided regarding candidates' results.

Additional Selection Process Components

- **Personal History Questionnaire:** A limited number of candidates will be selected to complete a Personal History Questionnaire (PHQ).
- **Background Investigation, Medical Exam & Psychological Examination Process:** The background investigation will begin for a limited number of candidates who successfully complete the PHQ. Candidates will be assigned to a background investigator who will complete a thorough background investigation. The background investigation process may take between 6 to 8 weeks. Once the background investigation is successfully concluded, the candidate will be required to complete a medical exam and psychological exam.

Fremont Fire Department Academy

- **Firefighter Lateral Academy** - The Fremont Fire Department is planning to begin an in-house Fire Academy in February 2022. It is anticipated the duration of the Academy will be approximately six (6) weeks.

How to Apply

The following is required as part of the application package. Candidates should wait until they have every item on the list to apply. Incomplete applications will not be accepted. **Note:** Once you submit your application and supporting documents, you will not be able to make changes.

- **All Candidates must** complete an online application and the supplemental questionnaire. The application should include your last (10) ten years of work history www.fremont.gov/cityjobs.
- **EMT Candidates must attach the following documents to the online application:**
 - Resume
 - National Registry EMT Certificate, California EMT Certificate or equivalent as defined by the Fire Chief
 - CPR Certificate
- **Paramedic Candidates must attach the following documents to the online application:**
 - Resume
 - California or National Registry Paramedic License or equivalent as defined by the Fire Chief
 - CPR Certificate



The following certifications must be submitted in order to be considered to participate in the interview process:

- Advanced Cardiac Life Support (ACLS) Certification or Emergency Cardiac Care (ECC)
- Pediatric Advanced Life Support (PALS) Certification or Pediatric Education for Prehospital Personnel (PEPP) Certification or Emergency Pediatric Care (EPC) Certification
- Pre-Hospital Trauma Life Support (PHTLS) or International Trauma Life Support (ITLS) or Assessment and Treatment of Trauma (ATT)

If certification(s) are currently out of date and extended due to the pandemic, candidates will need to attach supporting documentation to your online application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally, candidates must provide all required certifications at the time of the interview.

Please Note:

- Meeting the minimum qualifications does not guarantee an invitation to participate in the testing/selection process.

Reasonable Accommodation

Human Resources will make reasonable efforts in the examination process to accommodate persons with disabilities. Please advise Human Resources of any special needs a minimum of 5 days in advance of the selection process by sending an email to humanresources@fremont.gov. **The City of Fremont is an Equal Opportunity Employer.**

The information contained herein is subject to change and does not constitute either an expressed or implied contract.

Compensation and Benefits

Firefighter - EMT Annual Salary Range – \$98,844 - \$120,131 (plus 2.5% EMT premium pay). Salary step placement within the range will be made depending upon the qualifications/experience of the selected candidate.

Firefighter - Paramedic Annual Salary Range – \$98,844 - \$120,131 (plus paramedic premium pay equal to 10% of top step Firefighter; once assigned by the Chief to perform the full range of Paramedic duties). Salary step placement within the range will be made depending upon the qualifications/experience of the selected candidate.

- Eighteen (18) month probationary period from graduation of recruit academy
- Paid Lateral Fire Academy (approximately 6 weeks)
- 48/96 work schedule after completion of the Fire Academy
- Excellent training and development opportunities

The following generous benefits are provided:

Medical – A variety of plans are offered through CalPERS.

Dental – Plans are offered through Delta Dental.

Vision – Plans are offered through VSP.

Health Benefit Allowance – The City contributes up to \$2,350 towards health benefit premiums (medical, dental and vision) and unused allowance up to \$580 is paid monthly to the employee.

Retirement Health Savings Plan – IAFF employees contribute 2% of their base pay towards a Retirement Health Savings (RHS) plan.

Retirement – As defined by the Public Employees' Pension Reform Act of 2013 (PEPRA) and in the CalPERS retirement system:

- **Classic Members (Tier 2—hired on or after 4/8/12)** will receive CalPERS retirement benefits under the 3% at age 55 plan.
- **New Members (Hired on or after 1/1/13)** will receive CalPERS retirement benefits under the 2.7% at age 57 plan.

Deferred Compensation Voluntary Plan Options – The City offers two optional 457 plans for employee participation.

Income Protection – The City provides basic plan coverage for Life and Accidental Death and Dismemberment and Long Term Disability with additional coverage available for purchase by the employee.

Flexible Benefit Plan – Employees have the option to contribute tax-free income for medical premiums, healthcare reimbursement and dependent care reimbursement.

Commuter Benefits (Parking and Transportation) – Employees have the option to set aside money on a pre-tax basis to pay for work-related commuting and parking expenses.

General Leave, Management Leave, Sick Leave and Holidays – Refer to [IAFF MOU](#)

Uniform Allowance – \$700 annually

A complete benefits summary can be found at Fremont.gov or by using this link: [Benefits Summary](#)

The Firefighter is a represented IAFF position.

*Refer to CalPERS web site for complete definitions of Classic and New employees: www.calpers.ca.gov





Lateral Firefighter - EMT and Paramedic Supplemental Questionnaire

The selection process will consist of an evaluation of the applicant's education, training and work experience based on the application and responses to the supplemental questionnaire. Responses to the supplemental questionnaire must reflect the work experience that is included in the "Work Experience" section of the online application. Only those candidates whose backgrounds best match the position will be invited to proceed in the selection process. Additional phases of the selection process may consist of one or more interviews, one of which may include a practical/writing exercise.

As part of the online application process respond to the following questions:

1. I have attached my resume. (You must attach a resume in order for your application to be considered complete).
☐ Yes
☐ No
2. To be considered as a Lateral Firefighter, candidates must currently be employed as a full-time paid professional firefighter in an agency of similar size and/or complexity as the Fremont Fire Department or as a CAL FIRE seasonal firefighter for three (3) seasons out of the last five (5) calendar years. Do you meet this requirement?
☐ Yes
☐ No
3. If you answered "Yes" above, please list the agency you worked for and your dates of employment.
4. I have a valid Candidate Physical Ability Test (CPAT) card issued between 9/4/20 and 9/3/21.
☐ Yes
☐ No
5. I have taken the FCTC Firefighter Exam between 9/4/20 and 9/3/21.
☐ Yes
☐ No
6. Are you on the Firefighter Candidates Testing Center (FCTC) Statewide Eligibility List?
☐ Yes
☐ No
7. I meet the requirements and would like to be considered for a position as a:
(Select one)
☐ Lateral Firefighter —EMT
☐ Lateral Firefighter —Paramedic
8. If you answered "Lateral Firefighter —Paramedic," do you have a minimum of 6 months service experience as an Advanced Life Support provider?
☐ Yes
☐ No
☐ Not applicable; I wish to be considered as a Lateral Firefighter — EMT candidate

Firefighter Lateral - EMT and Paramedic Supplemental Questionnaire

9. Do you have a California State Accredited Firefighter I Certificate or the equivalent IFSAC or Pro Board Certification?
- ☐ Yes
- ☐ No
10. If you selected "Yes" above, list the certifications below. If you have the IFSAC or Pro Board Certification, please list the issuing state. (Certificates must be attached to your application)
11. Which of the following valid certificates do you have? *(You may select more than one; certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally candidates must provide all required certification at the time of interview)*
- ☐ National Registry EMT Certificate
- ☐ California EMT Certificate
- ☐ National Registry Paramedic Certificate
- ☐ California Paramedic License
- ☐ Other Equivalent Certificate (Specify below)
12. If you selected "other equivalent certificate," please list the certificate below.
13. Do you have a CPR Certificate?
- ☐ Yes
- ☐ No
14. Which of the following valid certificates do you have? *(You may select more than one; certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally candidates must provide all required certification at the time of interview)*
- ☐ Advanced Cardiac Life Support (ACLS) Certification
- ☐ Emergency Cardiac Care (ECC) Certification
- ☐ None of the above
15. Which of the following valid certificates do you have? *(You may select more than one; certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally candidates must provide all required certification at the time of interview)*
- ☐ Pediatric Advanced Life Support (PALS) Certification
- ☐ Pediatric Education for Prehospital Personnel (PEPP) Certification
- ☐ Emergency Pediatric Care (EPC) Certification

**Firefighter Lateral - EMT and Paramedic
Supplemental Questionnaire**

16. Which of the following valid certificates do you have? *(You may select more than one; certificates must be attached to your application or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally candidates must provide all required certification at the time of interview)*
- ☐ Pre-Hospital Trauma Life Support (PHTLS)
 - ☐ International Trauma Life Support (ITLS)
 - ☐ Assessment and Treatment of Trauma (ATT)
 - ☐ None of the above
17. Have you attached copies of all your certifications that you checked in the above questions. You do not need to attach your CPAT or FCTC score if you are on the FCTC Statewide Eligibility List. *(Required certificates must be attached to your application, or you will need to attach supporting documentation to your application, such as a letter or email from the agency, County or licensing agency by the closing date of the application period. Additionally, candidates must provide all required certification at the time of interview)*
- ☐ Yes
 - ☐ No
18. Do you possess a valid California Driver's License?
- ☐ Yes
 - ☐ No
 - ☐ No, but I have the ability to obtain a valid California Driver's License by the date of appointment.
19. Please confirm that you have attached required certification(s) or if you have attached supporting documentation to your application, such as a letter or email from my agency, County or licensing agency that indicates your certification(s) are out of date and extended due to COVID-19. Note: Required certifications must be provided by the time of interview.
- ☐ This is to confirm that I have attached all required certifications to my application.
 - ☐ This is to confirm that I have not attached all required certifications to my application; however, I have attached supporting documentation, such as a letter or email from my agency, County or licensing agency that indicates my certification(s) are currently out of date and extended due to COVID-19. I acknowledge that if I am invited to an interview, I must provide the required certifications.
20. If you would like to explain any of your answers to the above questions, you may do so here. Please also reference the question number.